

# Team Effectiveness Model

<b>BUSINESS CLIMATE</b>		
What opportunities outside the organization are driving the need for synergy?		
Marketplace	Globalization	Technology

<p><b>SHARED GOALS</b></p> <p><b>What is our purpose?</b></p> <ul style="list-style-type: none"> <li>• Link to Organizational Goals</li> <li>• Measurable Outcomes</li> <li>• Stakeholders Expectations</li> <li>• Success Criteria</li> </ul> <p><i>A Compelling and Dynamic Picture of the Desired End Result</i></p>	<p><b>CLEAR ROLES &amp; RESPONSIBILITIES</b></p> <p><b>What are our expectations of each other?</b></p> <ul style="list-style-type: none"> <li>• Individual Accountabilities</li> <li>• Level of Influence</li> <li>• Collective Skills &amp; Abilities</li> <li>• Change Plans</li> </ul> <p><i>Clear, yet Fluid Sense of Individual Accountabilities to “Get the Work Done.”</i></p>
<p><b>ESTABLISHED SYSTEMS &amp; PROCEDURES</b></p> <p><b>How will we operate?</b></p> <ul style="list-style-type: none"> <li>• Meetings &amp; Communication</li> <li>• Decisions &amp; Problem Solving</li> <li>• Conflict Management</li> <li>• Evaluation and Checkpoints</li> </ul> <p><i>Processes Established to Maximize the Use of Group Resources</i></p>	<p><b>EFFECTIVE RELATIONSHIPS</b></p> <p><b>How can we optimize synergy?</b></p> <ul style="list-style-type: none"> <li>• Building Trust</li> <li>• Values &amp; Behaviors</li> <li>• Group Effectiveness</li> <li>• Celebrations</li> </ul> <p><i>Productive, Personal Interactions that Maximize Potential Synergy</i></p>

<b>INDIVIDUAL CONTRIBUTION</b>		
<b>What do I contribute to the group?</b>		
Recognition	Commitment	Learning
<i>Examination of Personal Level of Mastery Needed for Role in Group</i>		

<b>ORGANIZATION ENVIRONMENT</b>		
<b>What is the organizational context for collaboration?</b>		
Culture	Values	Stories